

AIDS safety measures urged

ODOT infection control program keys on education

It has killed an estimated 27,000 Americans and has inoculated the world with fear. It has no known cure.

The only good news about the infectious disease Acquired Immune Deficiency Syndrome, or AIDS, is that you can protect yourself from it.

An on-the-job AIDS education program will begin for ODOT workers this fall, according to Safety Section Manager Dave White.

"There's a new awareness of AIDS. A year ago, we wouldn't be even talking about it," White said.

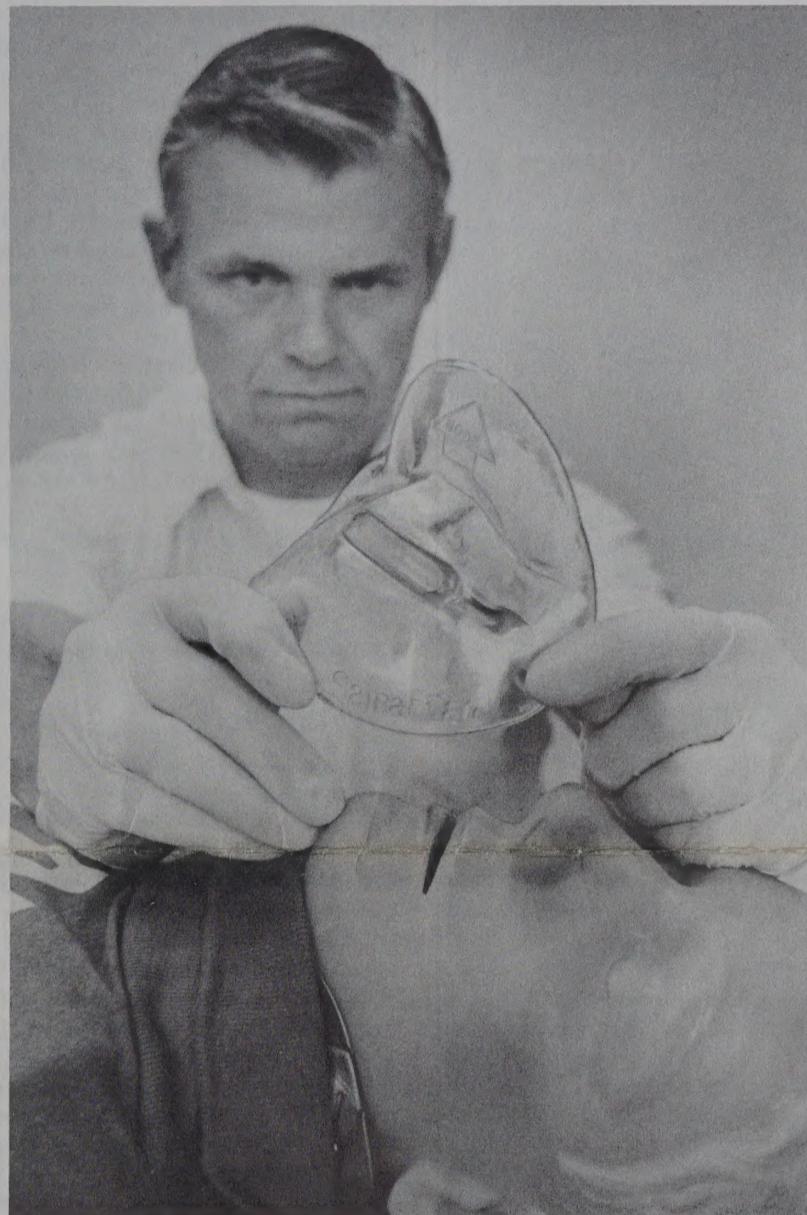
A department-wide educational effort will address the causes and prevention of AIDS and other infectious diseases, such as hepatitis.

ODOT will also distribute infection control equipment and information about the department's new infection control policy, White said.

The department's AIDS education program will include the statewide distribution of a comic book-style publication that presents the basic facts about AIDS--how it's spread, who gets it, and how to protect yourself.

A 20-minute videotape produced by the state Health Division will focus on the AIDS epidemic and its prevention. It will be shown at safety meetings in the field and during a noon-hour presentation at the Transportation Building.

See AIDS, Page 5



MOUTH-TO-MOUTH--Dave White, ODOT Safety Section manager, places a pocket mask onto the mouth of a mannequin. The masks are being distributed statewide for use in CPR training, as are similar masks for actual first aid use. Both are being used as protection against infectious diseases, such as AIDS and hepatitis.

Oregon converts to 65 mph speed

The conversion of Oregon's rural interstate freeways to the new 65 mph speed limit late this month will reverse 14 years of economy-conscious driving.

Beginning the morning of Sept. 28, Highway crews will convert 605 miles of interstate freeway to the new speed limit. It may take up to four days to swap the 300 existing 55 mph speed signs and add 32 more, according to Bud George, state traffic engineer.

About two weeks before the law goes into effect, Highway workers will plant 32 signs at the outskirts of Oregon's four largest cities--Eugene, Medford, Salem and Port-

land--to designate the transition from 55 mph to 65 mph and back again.

Those new signs will be covered until the new speed law goes into effect, George said.

On the morning of Monday, Sept. 28, Highway crews will replace about 300 existing 55 mph signs with the new 65 mph signs. George estimates that conversion will take between two and four days because some districts are planning to take advantage of the conversion to replace sign posts.

Not all vehicles will be permitted to travel at the faster speed, though.

The new Oregon law sets a maximum speed limit of 65 mph for autos, pickups, motorcycles and commercial buses on interstate freeways outside of urban areas with 50,000 population. Large trucks and non-commercial buses, such as church and school buses, will be restricted to 55 mph.

A separate sign, marked "Trucks 55 mph," will be posted together with each 65 mph sign, according to George.

All but 16 percent of the 720 miles of freeway will go to the new 65 mph. In addition to Oregon's four largest cities, two other areas

See SPEED LIMIT, Page 4

Duvall gets OTC seat

President of Pacific University and English literature scholar Robert Duvall replaced Sam Naito on the Transportation Commission last month.

Naito's four-year term expired in late June.

In appointing Duvall, Gov. Neil Goldschmidt characterized him as a good listener and a "person with the right set of values," among other attributes.

Judging from his conversations with the governor, Duvall said those values probably include his commitment to involving volunteers in government, to careful planning and to thoroughly weighing the impact decisions may have on the state's population and its environment.

'We need to ask questions that can get us beneath the quick-and-easy answers.'

"All of those things involve value judgments," Duvall said. "The right values have to deal with caring, the effects the decisions have on people, caring about the people who live here, and caring about the long-term consequences."

Duvall said he plans to rely on his liberal-arts background, not specialized knowledge, in making sound transportation decisions.

"There's very little in my background or experience that has to do with the analysis of transportation issues. But I tell my students that a liberal arts background helps you analyze problems and see what's

See DUVALL, Page 3



SIGN MAKERS--Ernest Miranda (foreground) and Dave Hacek work on Oregon's new 65 mph signs.

HIGHLIGHTS OF THIS ISSUE...

PAGE 3 The Interstate 205 bike path in the Portland area is being maintained by a bicyclist.

PAGE 4 The 1987 Glenn Jackson Scholars complete their summertime jobs with new perspectives.

PAGE 5 National Geographic chose Wallowa State Park photographs for a recent publication.

PAGE 8 Candid Comments: What are you doing now to advance your career within ODOT?

A message from the director . . .

I have been able to leave my Salem office over the past month to visit areas throughout Oregon. It was a great opportunity to catch up on what's happening in the field after having been tied to the state capitol during the recent legislative session.

In my travels, I got a chance to cover most of Oregon--from Burns Junction to La Grande, Vernonia, Lincoln City, Coos Bay, Medford, Klamath Falls and many points between.

And I'm pleased to report that most everywhere I went, the reaction to ODOT and to our activities was generally favorable.

Whether we are serving Motor Vehicles Division customers, providing campsites in our state parks, maintaining highways, inspecting airports, or busing the elderly and handicapped, it seemed to me that we are--and have been--doing a good job. I feel confident that Oregonians and nonresidents alike appreciate our facilities and assistance.

The part I enjoy most about my travels is meeting with managers and employees from all the divisions. They give me an opportunity to discuss the improvement in the Oregon economy and the aggressive management style of Gov. Neil Goldschmidt. Best of all, my travels give me a chance to find out what's on your minds.

With the state now in an economic upswing, every person in ODOT will eventually be involved in some new activities to support the Oregon Comeback.

Possibly the most important ingredient in the plan is government's ability to respond. We will need to be even more responsive to the public than we are already. The more we move in that direction, the more those who use our facilities and take advantage of the services we provide will appreciate our efforts.

My primary reason for visiting with local government representatives, with service clubs such as the Rotary and Kiwanis, and with newspaper, television and radio reporters is to communicate our desire to respond quickly and effectively to their requests.

I have discussed with them our funding limitations, the need to prioritize our work and to get their opinions of our performance. My goal is to bring together what the public perceives we can accomplish and what we actually can accomplish with the resources available to us.

I have found most members of the media to be satisfied with and supportive of our activities. On the whole, the attitude is positive.

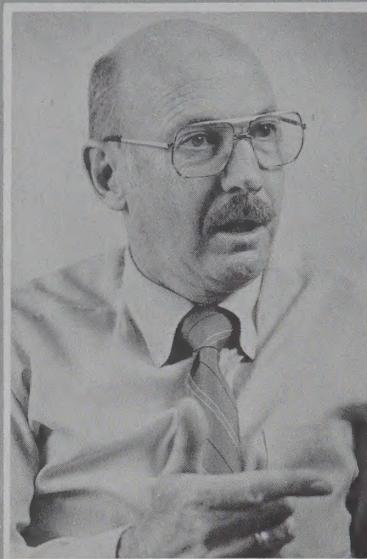
The working relationship we have with others throughout Oregon is generally a comfortable one. I found this to be true whether I was visiting with the Parks and Recreation Advisory Committee, county commissions, the media, state or federal agencies. In my travels, I found that our people are willing to cooperate and to work with others on common goals.

Part of the thrill of getting out in the field is meeting with you and sharing in your accomplishments. I got a chance to do that, for example, while attending a safety award dinner for Herb Shaw's crew in Ontario. And as I handed out service pins for Don Thurston's and Richard Steyskal's crews in Klamath Falls, I sensed the accomplishment that comes with that recognition.

I look forward to continuing these visits. My plan is to carve out time for at least one of these trips every month--to listen to your concerns, to talk and to share in your accomplishments.

Hope to see you soon.

Bob Bothman



My goal is to bring together what the public perceives we can accomplish and what we actually can accomplish with the resources available to us.

Letters

Raw Beauty

Dick Unrein,
Bicycle Program Manager:

We just completed a three-week bicycle tour of Oregon and want to let you know how much we enjoyed it.

From California, we cycled into Klamath Falls, to Crater Lake, over the Willamette Pass, from Eugene to Corvallis, Salem to Portland, and then to Vale by way of U.S. 26.

We really appreciate the state parks' fee of \$1 per bicyclist, and urge all campgrounds to follow suit. We also were impressed by the courteous drivers in your state. Even the truck drivers waited until the opposite lane was clear to pass us.

Finally, we're convinced the bottle bill really works. Your roads are so clean. We urge you to continue working to add wine coolers to the bill, maybe even plastic oil containers.

Thanks for your good work. Keep it up.

Dave and Becky Steinbruner
Aptos, Calif.

On the scene

Don Wagner,
District 4 Maintenance Supervisor:

In mid-July, three Corvallis highway maintenance employees assisted Corvallis police officers at the scene of an injury-accident at NW Highway 99W and Conifer.

By assisting the police with traffic control in a difficult situation, Bill Martin, Al Ferguson and Wayne Weaver rendered a valuable service. I wish to express official thanks for that service.

Sgt. C.N. Holcomb
Department of Community Safety
Services
Police Division

(Martin is a highway maintenance worker 3, Ferguson is a section supervisor, and Weaver is an assistant section supervisor.--Editor)

Polite, concerned

Don Thurston,
District 11 Maintenance Supervisor:

In early July, I was driving my 31-foot motor home from Portland to Chiloquin via Medford. On a very steep and long grade, the motor home quit. I was unable to maneuver it onto the shoulder, so it was halfway into the traffic lane. Cars and trucks passed going like crazy, but no one stopped to offer assistance.

More than an hour had passed when along came your people, Denny Swift and Lonnie Howard. They immediately pulled the motor home out of danger and attempted to get it started again.

Finally, after they had checked the gas lines and wires, the vehicle started up. Your people followed me to the crest of the hill to make

sure the motor home had no more problems.

Neither of your men would accept money for their help. They were very polite and anxious to get me out of danger and on my way.

Those kind of people working for the Highway Division can only enhance your agency's public image.

Martin Weber
Chiloquin

(Swift is a section foreman and Howard is a highway maintenance worker. Both work at Lake of the Woods.--Editor.)

Pleasant character

Bob Hector,
Region 5 Engineer:

I would like to let you know how enjoyable it is to have a local highway maintenance supervisor like Virgil Lewis.

The working relationship between your agency and the city of John Day at this level has never been better than it is right now. Virgil is a person whom you can talk to, who is willing to work with you and who wants to see the best results for all involved. It makes our job much easier.

Bill Deist
City Administrator
City of John Day

Pride in their work

Dave Talbot,
State Parks Administrator:

I was extremely pleased and impressed with the prompt response I received from Fort Stevens State Park when I requested a Group Tent Camping Application along with some other information.

It's great to deal with people who take pride in getting the job done.

B.G. Larrabee
Portland



ODOT NEWS

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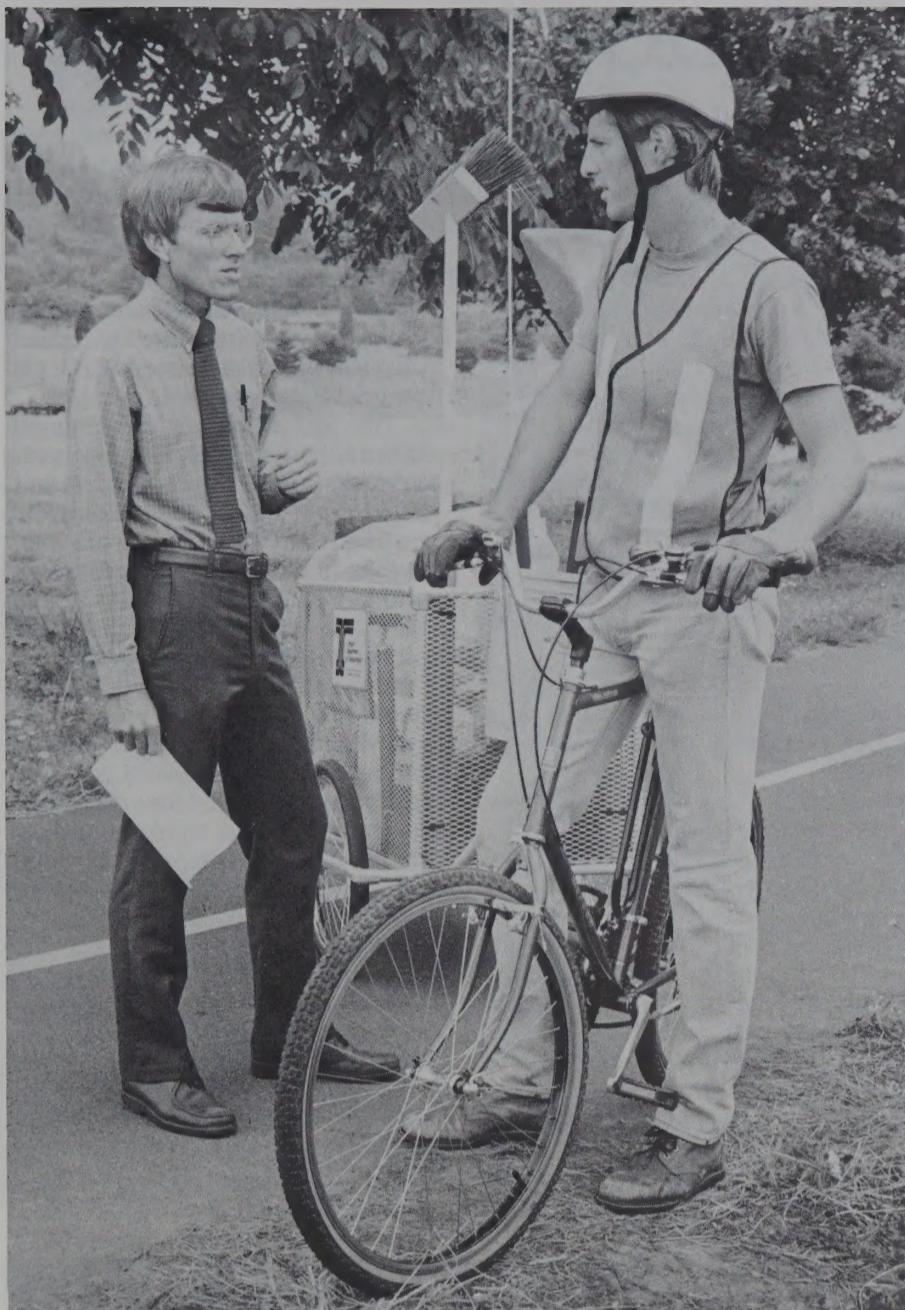
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HAVE TRAILER, WILL TRAVEL--Highway Maintenance Worker Jeff Smith discusses the condition of the I-205 bike path with Jeff Kaiser, regional environmental manager with Region 1. Smith's efforts have not only improved the path's riding conditions, but have generated good will between the bicyclists and the Highway Division, according to Kaiser.

Cyclist maintains I-205 bike path

A bicyclist working for the Highway Division this summer swept up glass, clipped brush and filled potholes along the Interstate 205 bike path.

Jeff Smith, a highway maintenance worker, has become a familiar sight for cyclists who regularly

pedal the 12-mile bike route. Since last spring, he has been maintaining and improving the path from Glenn Jackson Bridge over the Columbia River south to Clackamas Town Center.

Behind his bike, he tows a metal trailer containing a broom, shovel, hedge trimmers and plastic bags.

The idea of having a bicyclist maintain the bike path is unique to the Portland area, according to Jeff Kaiser, regional environmental manager.

Kaiser, as acting regional bicycle coordinator for the Portland area, got the idea when he attended a national bicycle conference and learned the city of Boulder, Colo., had a year-round program.

With the help of Morry Payne, district 2B maintenance supervisor, Kaiser and district crews introduced the pilot project to Portland--the first of its kind for the metropolitan region.

So far, the public has responded favorably to the idea, according to Kaiser.

"Our idea was to create sort of an ambassador for the bike path. The public seems to like seeing a person maintaining the bike path while on a bike."

The project will end this month.

Radio News Service wins at AASHTO

ODOT's Radio News Service has won first place in competition with other DOT public affairs offices in the nation.

The award is one of six categories in the annual Media Skills Contest held by the AASHTO Public Affairs Subcommittee.

The Radio News Service is operated by Ed Schoaps, public affairs specialist.

In awarding the first place to the Radio News Service, one judge wrote: "Good, clear-headed thinking went into the entire project. Excellent concept, execution and--apparently--results. Nice work."

Last year, VIA won first place in the category for Internal Publications, and was ineligible to compete in 1987.

Duvall

Continued from Page 1

the real problem, as distinct from the things that appear at the surface, and to synthesize possible responses or solutions.

"We need to ask questions that can get us beneath the quick-and-easy answers."

Duvall, 46, serves on the board of the Tualatin Valley Economic Development Corp., and was the board's chairman in 1985-86.

Before becoming president of the university in 1983, Duvall was vice president for development and college relations at Rollins College in Florida from 1980 to 1983.

In announcing Duvall's appointment, Goldschmidt said he particularly had sought a resident of Washington County--one of the state's fastest growing counties--with an interest in economic development.

While Duvall said he's aware Washington County has a "cluster of problems" related to transportation that are blocking its economic development, he wants to avoid localizing his perceptions while on the Transportation Commission.

"I'm not Washington County's representative any more than

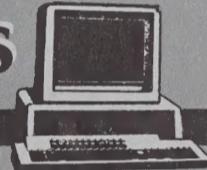


Robert Duvall

Pacific University is only for Washington County's residents," Duvall said.

"I'm conscious of the concerns in my home base, but I certainly don't want to limit my vision or my contribution to it. I assume that other areas in Oregon have some common problems, and we've got to put our heads together to improve our whole network of state transportation resources."

News briefs



Traffic increase linked to population, Expo 86

Traffic counts are 13 percent higher than last year's record Expo 86 pace, according to Bud George, state traffic engineer.

He credited an expanding Oregon population and returning Expo 86 visitors for the traffic growth.

'Mountain Bike Guide to Oregon' off the press

A "Mountain Bike Guide to Oregon," released by the Parks Division, describes more than 70 trails, primitive logging roads and gravel roads that provide riding opportunities statewide.

The 110-page book, written by Parks retiree Jack Remington, is available for \$7.95 through Parks headquarters in Salem or the Parks region office in Portland.

Commission honors Straub with new park name

Nestucca Spit State Park will become the Bob Straub State Park, the Oregon Transportation Commission decided in August.

The decision came after a vote by the State Parks and Recreation Advisory Committee to endorse a request by Gov. Neil Goldschmidt for the renaming.

Historic Columbia River Highway study starts

Proposals for improving the Historic Columbia River Highway were discussed at three public meetings--in Corbett, Hood River and The Dalles--in late August.

Officials from the Parks and Highway divisions will recommend options for providing a continuous recreation trail along unused segments between the Dodson interchange east of Multnomah Falls and the community of Mosier.

Surcharge repeal effective date publicized

Campers entering Oregon state parks will be handed a notice that indicates the \$2 additional camping fee for nonresidents will be repealed Jan. 1, 1988.

The 1987 Legislature voted to eliminate the so-called surcharge to promote Oregon's tourism image.

Jackson Scholars reflect on ODOT summer jobs

Charles Hurst

Surveying, Location and Design, Portland

When I first learned that I had been selected one of this year's Glenn Jackson scholars, all I could say was "Wow." Later, after I had talked with many of you, I learned this was not only a great honor, but a great responsibility.

Two months of working with some of you has further intensified that feeling in my mind.

During the first week of June, I talked with Curt Duval, Region 1 location manager, and then with Bob Schalk, a project manager with the Location and Design Section. Bob recommended that I work on a survey crew for a month and in the office for another month. He felt the different jobs would serve as an orientation.

Surveying is exciting work. That is, if you like long hours in the hot sun attempting to keep a rod level while pointing a mirror on top of it at a gun 100 yards off after tearing down signs, chopping down trees and avoiding poison oak to clear a path between the two.

Large trucks continually roar by, trying to knock your hard hat off



CALCULATING--Charles Hurst uses the raw data from his experience on a survey crew for work in the Region 1 Location and Design Section.

with their wake. You also can go back cross-sections while in the berry vines dodging bumblebees.

This job also entailed working with wonderful people with a great sense of humor, who tell you every plant in sight is poison oak or ivy and warn you that you'll go bald after six months of wearing a hard hat.

Actually, I enjoyed surveying. I learned a lot of new concepts, got plenty of exercise and gained some new skills. Getting to know and enjoy being with five great guys also

made my five weeks on a survey crew enjoyable.

The location and design crew always seemed to be busy, and I was impressed with the people with whom I worked. Even though their work is often tedious and time-consuming, they still have cheerful attitudes and a positive view of their work. Such things as them taking time to be concerned over handicap access and striving for beauty in their designs show me how much these people care about what they are doing.

In a word, the survey crew gathers raw data. Its members find elevation, distance from centerline, dimensions, utilities, terrain and miscellaneous objects such as trees and sign poles.

Although location and design work doesn't require as much physical effort as surveying, it can be just as tough.

The job involves designing off-ramps, on-ramps, overpasses, bridges, highways, roads, streets and intersections after taking into consideration right-of-way, ownership, earthwork, cost, load and landscaping. It involves assembling an understandable and usable picture of how a project looks before and will look after construction.

I was hired as an administrative trainee, and believe me, I got to do lots of paper work. Making changes to cross-sections, then going back to "buggy" all the cuts and fills using a planimeter is a lot of hard work.

I must admit, I had a great time this summer. I enjoyed working with everyone I met, and they were all very patient with me. Thank you, also, to the many people in ODOT who have given of their time, effort and money to make the Jackson Scholars program possible. You have set an example, and I hope others will see it and follow.

5 and 10 Years Ago

SEPTEMBER 1982

- The Highway Division began construction on the Banfield Light-Rail Project in Portland at the 33rd Street interchange of the Banfield Freeway, or Interstate 84.

- Parks Division administrator Dave Talbot ordered the closure of Oregon State Park day-use and greenway areas during the off-season. The move was aimed at saving \$117,000, deleted from the Parks' budget by the Legislature.

- The 64-year-old Hood River Bridge was torn down, ending a determined effort by some concerned citizens to save the historic structure.

SEPTEMBER 1977

- The I-205 bridge across the Columbia River was officially named the Glenn L. Jackson Bridge after the former Oregon Transportation Commission chairman.

- A survey by an independent contractor revealed Oregonians favored spending state money on bike paths, were willing to pay for improved Motor Vehicles Division services, and opposed raising the 55 mph speed limit.

- The Employee Development Unit implemented an intensive emergency medical training program for Highway Division maintenance workers from throughout the state.

Michelle Barnett

Engineering Location Office, La Grande

My summer employment with the Department of Transportation has been a fun and rewarding experience. I have been working in a highway engineering location office in La Grande.

My immediate supervisors, Tom Carman and Nancy Eaton, have worked with me to help create an enjoyable experience. They, as well as other department employees have given me a great deal of support as a Glenn Jackson scholar.

Initially my job consisted of filing, answering phones and filling out reports. After these tasks became familiar to me, I started to work with computers. My supervisors have continued to give me new and challenging things to do, which keeps me interested and excited about my work.

Currently I have been doing a lot of work creating plots of highway projects on the computer. This



ON-LINE--Michelle Barnett produces a computer print-out of her work in the highway engineering office in La Grande.

experience is valuable, as I plan to major in computer engineering at Oregon State University. Not only am I learning a great deal about engineering as the summer progresses, I am also becoming more familiar with computers.

Throughout my involvement with the Department of Transportation, I have met numerous friendly, helpful people who have made me completely comfortable as a state employee. Their willingness to include me in the department "family" has made me feel very close to those with whom I work and has made my work experience very special.

Other Jackson Scholars have told me about the positive experiences they have had in the department, and my experiences have likewise been extremely rewarding. I thank you for the opportunities that this scholarship has opened up for me.

This scholarship opportunity has

got to be the best one available in Oregon. Everyone in the department has worked together to make it a success, and that work will likely create opportunities for more recipients in the future.

Speed limit

Continued from Page 1

will keep their current speed.

A 55 mph speed limit will remain on the Interstate 5 Siskiyou summit section from the South Ashland Interchange to the California border. A 50 mph speed limit will remain posted on I-5 at a series of curves near Myrtle Creek.

What will become of the old speed limit signs?

Some will be stored, to be used for replacements for stretches of interstate that remain 55 mph, and the remainder will be sold for scrap, George said.

Gloves, masks guard against infection

Continued from Page 1

Those presentations will be held this month and throughout October, White said.

Guidelines on infection control will also be reviewed in conjunction with the video presentations.

AIDS education will also be incorporated into cardiopulmonary resuscitation (CPR) and first aid classes offered through the Safety Section in Salem, White said.

Discussion of the facts and legal ramifications of AIDS will be introduced to all levels of management training offered through the Employee Development Section, according to White.

The state Health Division is planning to conduct AIDS seminars in three Salem locations--the Motor Vehicles Division headquarters, East Salem Highway Building and the Transportation Building. The seminars will be held later this fall.

The AIDS issue also will be examined in an upcoming edition of the "ODOT Update" video series, according to Ann Snyder, public affairs specialist.

Latex gloves, pocket masks

Along with the department's informational campaign will be statewide distribution of infection control equipment.

"Protection for first aid providers is becoming increasingly accepted by emergency medical technicians, ambulances and fire departments. Now our people are

requesting them," White said.

Sterile, latex gloves will go to all crews to use when administering first aid.

White indicated the gloves should be discarded after one use, and that they are not to be used for custodial purposes. Gloves designed for custodial chores also are available through the ODOT storeroom.

The Safety Section is "strongly recommending" the use of both types of gloves to prevent infection, White said.

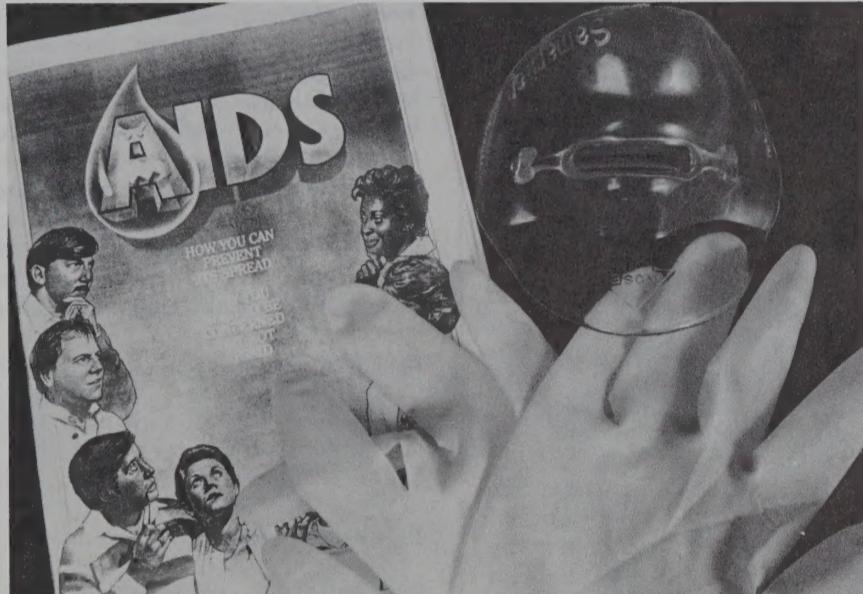
Employees trained in giving CPR will also be provided "pocket

masks," or latex guards with check valves, when giving mouth-to-mouth resuscitation, he said.

A similar version of the pocket masks is being made available for use on mannequins for CPR training.

AIDS spreads through very close contact with infected bodily fluids. Sexual contact and sharing of intravenous drug needles are the most common means of transmission.

The disease does not spread through coughs or sneezes or through such casual contact as hugs or handshakes.



INFECTION CONTROL--The department's Infection Control Program includes the distribution of a comic book-style booklet to all ODOT employees, and of pocket masks and surgical gloves to those employees trained in administering first aid.

No known AIDS cases at ODOT

No known ODOT employees or retirees have died from AIDS, and there are no known AIDS carriers in the work force, according to Dave White, Safety Section manager.

But elsewhere in Oregon, the population hasn't been so lucky.

According to "The AIDS Surveillance Report," the first in a series of quarterly reports on AIDS released by the State Health Division:

- AIDS had killed 113 people in Oregon by the end of June;
- The state had 177 known AIDS cases by that time;
- Health officials estimate that roughly one in every 15,500 Oregonians suffered from the acquired immune deficiency syndrome through June, compared to a rate of about one in every 6,390 people for the country as a whole;
- The people hit hardest by AIDS are males 20 to 50 years old--in that group, the disease strikes one in every 4,000; and
- AIDS cases in Oregon doubled every 12 months, compared with a national doubling rate of 13 months.



REMINDER--Signs reminding Oregonians to buckle their seat belts are in place statewide, according to state Traffic Engineer Bud George. The new signs can be seen at the exits of state parks, rest areas, Motor Vehicles office parking lots, and Highway equipment and maintenance stations.

Displays, publication planned for Highway 75th

The search is on for Highway artifacts, pictures and memorabilia.

To commemorate the Highway Division's 75th anniversary, employees and retirees are being asked to check their scrapbooks and their storage bins for items of historical significance.

The plea comes from Don Adams, assistant state highway engineer and chairman of the anniversary steering committee.

Adams said items that portray Highway history are needed for displays during 1988--the year Highway will celebrate its 75th birthday.

Historical items, either for donation or for loan, should be sent to John Sheldrake, maintenance operations engineer, at the Maintenance Shops Compound.



Three separate displays are tentatively scheduled, according to Adams. They include a display at the Capitol Building during 1988, one at the Transportation Building during National Transportation

Week in May, and a third, more portable display for shuttling around the state.

Also planned is a commemorative publication that would trace, in pictures and words, the first 75 years.

Volunteers also needed

All those interested in the "history, tradition and values" of the Highway Division will have opportunity to get involved in the 75th anniversary, Adams said.

Volunteers are being actively solicited to help with tasks such as historical research, preparation of displays, photography, writing, video production and others. Current or retired employees are encouraged to lend a hand.

ODOT to help at state fair

Top-level ODOT administrators will face the public at the Oregon State Fair this year at the governor's "Ask Oregon" booth.

ODOT division heads each will help at the booth in two-hour shifts on Sept. 3, from 10 a.m. to 10 p.m.

Other state agency officials will also participate, as part of Gov. Neil Goldschmidt's emphasis on improving communications between state government and Oregonians.

Wallowa Lake State Park photos used in National Geographic book

Photographs of Wallowa Lake State Park are included in the just-released book, "America's Outdoor Wonders--State Parks and Sanctuaries."

Wallowa Lake is the only Oregon state park featured in the book, prepared by the National Geographic Society's Special Publications Division.

A short, one-page article on the park focuses on the lake's

fishing and the surrounding scenery. The caption for a full-page picture of the lake in the summer opposite the book's forward says that "Wallowa Lake State Park links civilization with wilderness."

A double-page photo appearing in the back of the book sharply contrasts the other photo, with an icy Wallowa Lake shrouded in fog.

Way Back When...



OLD PAINT--Oscar White, former assistant engineer of materials, left, and I.A. DeFrance, former maintenance chief, scrutinize sample paint lines during a Road Wear Test held by the state Highway Department on U.S. 99E north of Salem. The test, which subjects paint to the rigors of weather and to the scuffing of tires of 11,000 cars per day, resulted in the assignment of a wear factor to each paint sample. Factors were used with quoted bid prices to select highway striping paint with the lowest cost per mile per year.

Silver Falls hires Schallert as Conference Center manager

Deb Schallert has been named manager of the Conference Center at Silver Falls State Park.

Schallert moved into her new position Aug. 13 after completing two consecutive developmental assignments.

Beginning in January, she accepted a five-month job rotation as a legislative assistant with Parks headquarters, where she assisted in tracking Parks-related bills. She then traveled across the state to



Deb Schallert

Joseph, where she worked as assistant manager for Wallowa Lake State Park for three months.

Prior to her developmental assignments, Schallert had worked as a ranger at South Beach State Park.

Schallert said the two temporary assignments "were wonderful opportunities for me to take a look at the overall Parks system, to find new experiences and to get some additional career challenges."

As Conference Center manager, she will have overall supervisory responsibilities for the center, and assist the Silver Falls park management in other park operations.

Retirements

Donald Brant, highway maintenance supervisor C, District 22, Salem, retired in August after 36 years of service.

Chester "Lou" Cornish, motor vehicle office manager A, Tillamook, retired in September after 18 years of service.

Charles Flynn, highway maintenance supervisor B, District 12, Hermiston, retired in August after 35 years of service.

Vinita Howard, DMV program executive D, Public Affairs and Rules Section, Salem, retired in August after 36 years of service.

Hubert Patterson, supervising highway engineer B, Construction Section, Portland, retired in August after 39 years of service.

Ideas recognized

Two Highway Division employees were recently recognized for their innovations through the Oregon Employee Suggestion Awards Program.

Robert Buxton, a highway maintenance worker 3 with the Baker Maintenance Crew, suggested using a V-plow on a 4-by-4 loader.

Wes Heidenreich, a senior pavement management analyst with the Planning Section in Salem, submitted a winning suggestion on ridesharing information.

Moving

up

Moving

On the job with Owen Lucas

By Andy Booz
Managing Editor

Good things come with hard work.

While growing up, Owen Lucas became convinced of that. Personal commitment to one's work and giving an extra measure of effort proved to be the ingredients for a satisfying life and career.

With practice, he strengthened that belief and has since convinced others of its merit.

As the eldest of five children, Owen looked to his father for direction in setting a career path. The fact that his father was an assistant highway foreman, and that his uncle, aunt and grandfather each had Highway Division careers convinced him that he, too, should look to Highway.

So, in 1949, when he graduated from high school, he knew where to apply for his first job.

Owen signed up as a laborer in Brothers, where he began to learn about field work, then entered the service as an engineering section supervisor in France, for about four years.

In 1956, after about seven years as a highway worker, he left road work for an equally demanding career in the outdoors with Oregon State Parks.

Now, nearly 40 years after he chose to follow in the footsteps of his father and relatives, Owen's three sons are following the same path. Each of them have also chosen careers in Oregon's

state parks system.

"They always lived in parks, and that apparently seemed like the thing to do," Owen says.

Proving himself

His first Parks job, on a two-man crew at Umpqua Lighthouse, taught Owen about the value of working hard. He quickly learned that State Parks offered every bit as much challenge as did his seven years in Highway.

"Back then, there was a variety in Parks work that you can't find today. I think it's fair to say, too, that we worked a lot harder in those days," he says.

For Owen, that hard work paid off.

Within three years, he was promoted to park custodian at Coquille, where he helped build Bullards Beach State Park from scratch after the state acquired the land in 1963.

They cleared brush, built water

and irrigation systems--"the whole gamut," he says.

"That's what I liked about it--we were always doing construction, and we took pride in everything we did. We turned out to be a great crew. We worked well together and we worked hard.

"As it turned out, everyone on that Bullards Beach crew was eventually promoted to a management position," he says.

Owen continued his Parks education--especially in equipment, carpentry and heavy equipment--by practicing his skills in the field.

"The person who doesn't try something new, who doesn't practice a new skill, is the person who doesn't do anything," Owen says.

In his spare time, he boned up on what he didn't know or couldn't learn in the field.

"I didn't want to walk into a Montgomery Ward store to place an order and seem dumb," he says.

While the Highway crews constructed the roads, Owen's crew

built the original shop at Bullards Beach. They also built two camp-ground loops and "got the park up and operating" before Owen was transferred to Shore Acres.

At Shore Acres, he continued to broaden his on-the-job skills and, in his spare time, he took a correspondence course to learn about landscaping.

He was transferred again, to Fort Stevens State Park in Astoria, as district manager for five years before moving to Eastern Oregon and into his current position.

Flexible management style

As the manager of five district parks covering 10 counties in Eastern Oregon, Owen is now watching others learn by doing.

"I want each of our managers to run their own parks," he says. "I want them to feel comfortable in dealing with their own responsibilities."

'The person who doesn't try something new, who doesn't practice a new skill, is the person who doesn't do anything.'

"I'm not a dictatorial manager. At times, I see people doing things differently than I would. But if it works, then I'm all for it."

Owen spends about three-quarters of his time on the road visiting his region's parks and keeping in touch with park employees. He says it's the most satisfying part of his job.

"When I go to a park, I like to see people out there enjoying themselves--both the campers and our employees. That's fun for me."

In his off-hours, he chooses to be in the outdoors, either to fish for "whatever jumps on my hook" or to just get out in the woods, he says.

When away from his job, he draws satisfaction from knowing that he earned some time out.

After all, good things come with hard work.



IN THE FIELD--Owen Lucas, region parks supervisor, La Grande, speaks with Erland Davis, a park host (far left), and Fred Kemble, a camper from Grants Pass. Lucas makes a point of spending about three-fourths of his work time in the field to keep in touch with park employees and Parks issues.

Retirees report

Alma Cresswell, Salem, administrative assistant, Right of Way Section, retired 1983.

Alma and her husband Dale enjoy visiting her second home at Seal Rock on the Oregon Coast and traveling in Oregon on day trips.

When in Salem, she stays active in the American Business Women Association, or AWBA, an investment group.

When Alma's not either traveling or attending AWBA meetings, she says she simply takes time to "enjoy the easy way of life."

John Hanks, Salem, traffic analysis supervisor, Traffic Section, retired 1982.

John and his wife, June, escaped Oregon's rainy season this past winter in Mesa, Ariz.

"One of the things we get a lot of

enjoyment out of is the baseball spring training in Mesa, when about eight baseball teams play each other, during March."

He also has found time to travel in California and New Mexico. This fall, he and June plan to visit the East Coast and tour the nation's Capitol.

When they're not on the road touring the country or visiting their children in California, they play golf and shuffleboard and swim at their mobile home park, John says.

Faith Steffen, West Salem, ODOT librarian, retired 1982.

When at home, Faith "reads a lot" and maintains her book collection. Recently, she purchased a personal computer to categorize her collection.

Over the past year, she has

worked as a volunteer at the Salem Public Library and at her church.

Faith and her daughter Sue have recently been traveling together--to Hawaii, Washington, D.C., Gettysburg and Philadelphia.

When reflecting on her career with ODOT, she says, "The only thing that I miss is the people. I met a lot of friends and I keep in touch with each of them."

Al Archibald, Salem, sign superintendent, Sign Shop, retired 1968.

Al says he keeps his house in order and gardens. On occasion, he leaves home to go fishing either locally--at Mill Creek or the McKenzie River--or in Idaho, Montana or Wyoming.

At the August meeting of the Highway Retirees, he recalled his Highway career, which he began in

1921 as a "stake artist" pounding survey stakes along U.S. 101 from Coos Bay to Florence.

Al says he's looking forward to Dec. 1, when he will celebrate his 86th birthday.

Retirees to meet

Right of Way Section retirees will meet in West Salem for an informal luncheon Tuesday, Sept. 22.

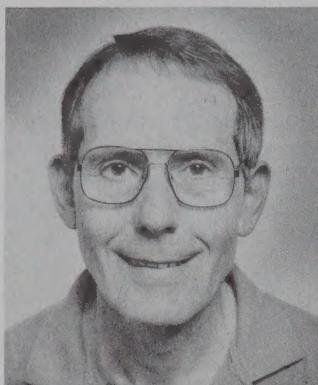
All Right of Way retirees from throughout Oregon are invited to attend the no-host gathering, to be held at the King's Table restaurant, 1495 Edgewater N.W., Salem.

For more information, contact Adele Egan, 393-1711.

CANDID COMMENTS

What are you doing now to advance your career within ODOT?

Frank Sisley
Project Inspector
Highway Region 1
Portland

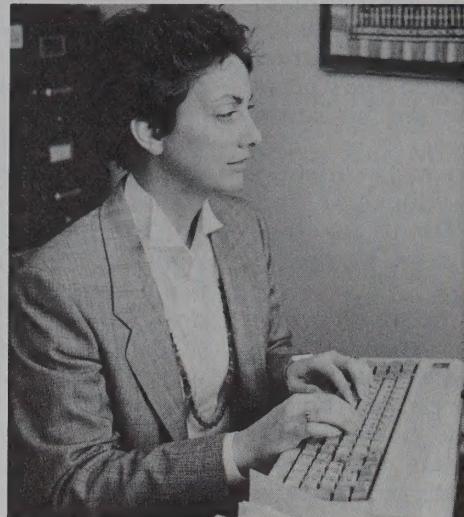


Frank Sisley

After having worked in a Highway office about 15 years, I decided to get into field work and become an inspector. I asked to become an inspector because it gives me an overall knowledge of Highway operations. I also took a traffic signal class out of Salem.



Kathy Conrad
Clerical Assistant
Region 1 Right of Way
Milwaukie



Ann Snyder
Public Affairs Specialist
Public Affairs Branch
Salem



Randy Clark
Regional Staff Assistant
Southwest Region
DMV Office
Grants Pass

Jean Ann Randolph
Engineering Technician 1
Location and Design
Section
Portland



Jean Ann Randolph

The most exciting thing I'm doing at the moment is training on an IBM computer that uses the new WILDSOFT test program. There are only three in the United States. I'm also going back to school in September to study either basic engineering, geology or both. I also hope to take the highway engineer 1 test--that's my middle-term goal.

Kathy Conrad

I have taken college courses in business, law and real estate, but I am now concentrating on departmental involvement to learn public speaking and other people skills. My past and present involvement in committees, food drives, statewide meetings and in writing newsletter articles has also shaped my abilities and has opened some doors.

Ann Snyder

I am educating myself two ways. First, I am taking as many ODOT-sponsored and professional training courses as possible to increase my management and communication skills. Second, I am attending graduate school in the evenings to earn a degree in public administration.

Randy Clark

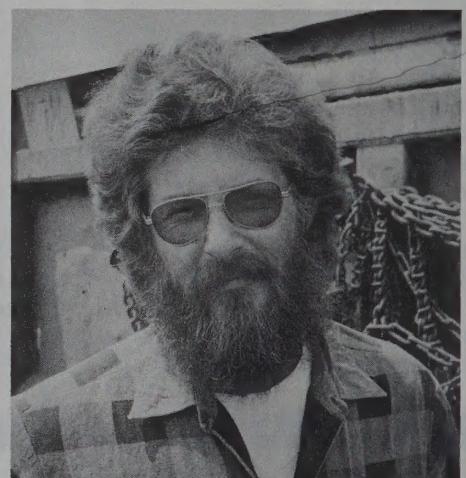
My position with DMV allows me to gain varied experiences by working in the region's 11 field offices and by working in every position, from motor vehicle representative to office manager. I also gain valuable experience in the region office by working on special assignments and by learning new computer programs.



Dave White
Highway
Maintenance
Worker 3
Highway
Maintenance
Jordan Valley



Joanna Boyd
Park Aide
South Beach State Park
Newport



Ernest Andrews
Highway Maintenance
Foreman 1
Highway Maintenance
Silver Lake

Jean Sekerak
Management
Assistant
Personnel
Services
Section
Salem



Dave White

I've attended several of those management training courses through ODOT, usually in La Grande--you know, supervisory training and that sort of thing. But most of my training has been on the job. I've learned different ways to run the equipment more safely and more efficiently.

Jean Sekerak

I realize that to advance in my career, I must demonstrate my ability to handle higher-level duties. Toward that goal, I have requested developmental work assignments and have attended training workshops. I'm also working more with computers, as those skills are often needed to advance.

Janie Lascano

On occasion, I'll go with rangers to help them run camp. I've been thinking of going back to school, too--at Portland State, where I'd like to study mechanics or forestry. Right now, I'm trying to get more maintenance hours in, because, if a seasonal ranger position opens, I'd like to get it.

Joanna Boyd

I'm just working here this summer, but there are a lot of office procedures I'm learning now that will help out when I look for another job at the end of the season. I'm also dealing with the public a lot and meeting people from around the world. I think that might help, too, maybe in a clerical position.

Ernest Andrews

Since I was promoted to an HMF 1, my supervisor's been training me in all the paperwork, the do's and don'ts of being a supervisor and in other managerial skills. I've been learning some people skills--what you need to get a job done and how to do it safely. I try to take advantage of training classes offered through the department.